

# Germantown Police Department



2010 Annual Report

## 2010 Annual Report

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## 2010 Annual Report

### Dedication

The 2010 Annual Report is dedicated to the memory of Senior Patrolman Dustin Lee Martin who passed away on May 18, 2011. Dustin began his career with the Germantown Police Department in February, 2006. Dustin retired from U.S. Marine Corps after 20 years. He was a decorated combat veteran of Operation Iraqi Freedom, receiving the Medal of Valor. He was a motorcycle enthusiast and an avid Boston Red Sox Fan. Dustin was a true officer and a gentleman. He served the City of Germantown with honor and integrity. Dustin was a key member of the Germantown SWAT Team, a Firearms Instructor and exemplary police officer. He was a dedicated husband, father, son and friend. He will certainly be missed by many friends, family and professional colleagues.

### **Dustin Lee Martin** *August 16, 1967 - May 18, 2011*



## 2010 Annual Report

### City of Germantown—An Overview

#### Form of Government

In Tennessee, there are three major forms of local government: mayor-council, council-manager, and commission. The City of Germantown operates under a council-manager form of government, known as the Mayor and Board of Aldermen. The Mayor is the chief administrative officer with oversight of day-to-day management assigned to an appointed city administrator. The Mayor acts as the presiding officer of the board and ceremonial head of the city, exercising a mayoral vote only under the circumstances of a tie.



City Mayor Sharon Goldsworthy

Alderman Position 1	<i>Greg Marcom</i>
Alderman Position 2	<i>John Drinnon</i>
Alderman Position 3	<i>Mike Palazzolo</i>
Alderman Position 4	<i>Mark Billingsley</i>
Alderman Position 5	<i>Ernest Chism</i>
City Administrator	<i>Patrick Lawton</i>
City Attorney	<i>C. Thomas Cates</i>

#### Germantown Vision 2020

Germantown is a safe, family-friendly city which is a community of residential neighborhoods, has natural and designed beauty, and provides exceptional leisure, cultural and recreational opportunities. Our residents enjoy excellent schools, diverse shopping and dining choices, access to premier healthcare and ease of mobility to the Memphis region and the world. Businesses have opportunities to succeed. The community takes pride in Germantown.

#### City of Germantown—Our Mission

Germantown city government is financially sound and well governed. The City provides exceptional services responsive to citizens' needs and top quality facilities, parks and infrastructure.

#### Court System

Municipal Court handles traffic offenses, city code violations and arraignments for criminal offenses. The judicial process is conducted by two elected, part-time judges, a part-time prosecuting attorney, several part-time assistant prosecutors, the City Court Clerk and staff.

Judge, Division 1	<i>Honorable Raymond S. Clift</i>	City Prosecutor	<i>Joe Lee Wyatt</i>
Judge, Division 2	<i>Honorable Robert M. Brannon, Jr.</i>	Assistant City Prosecutor	<i>Taylor Cates</i>
Traffic Court Judge	<i>Honorable Dave Harris</i>	Assistant City Prosecutor	<i>Mark B. Miesse</i>
Traffic Court Judge	<i>Honorable Price Harris</i>	Assistant City Prosecutor	<i>Roane Waring</i>
Traffic Court Judge	<i>Honorable Mark McDaniel</i>	Court Clerk	<i>Bill Price</i>



# 2010 Annual Report

## Executive Summary

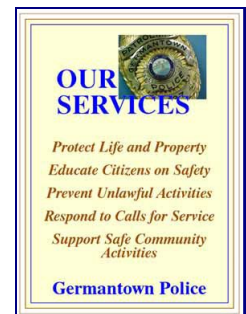
The Germantown Police Department is a professional, progressive law enforcement organization committed to serving the citizens of Germantown with excellence every day. The department is comprised of 87 officers, 18 public safety dispatchers, and a contingent of civilian administrative support staff. The department benefits from outstanding community support and civic involvement. This is evident by the dedicated volunteers of the Reserve Officer corps and the alumni of its Citizen Police Academy program.

The men and women of the Germantown Police Department are dedicated to providing quality police services to the community. Their commitment to excellence is reflected in the **Key Services**, **Goals** and **Values** emphasized by the department.

The **mission** of the Germantown Police Department is to maintain a peaceful and orderly environment that ensures the protection of life and property through equitable enforcement of laws, rapid response and community education.

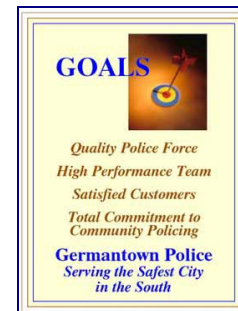
**Key Services** that the Germantown Police Department provides to the community:

- Protect Life and Property
- Educate Citizens
- Prevent Unlawful Activities
- Respond to Calls for Service
- Support Safe Community Activities and Events



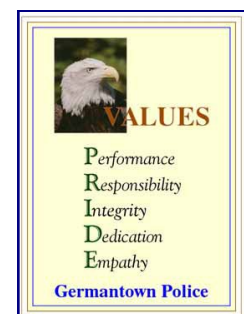
**Goals** of the Germantown Police Department:

- Provide a Quality Workforce
- Establish a 'High Performance Team' Police Department
- Provide Customer Satisfaction
- Total Commitment to Community Policing
- Remain One of the Safest Cities in the Mid-South



**Values** of the Germantown Police Department are represented by the acronym **P.R.I.D.E.**

- P** – Performance
- R** – Responsibility
- I** – Integrity
- D** – Dedication
- E** – Empathy



# 2010 Annual Report

## Police Administration

The administration of the police department rests with the Chief of Police and the appointed Command Staff. The Chief of Police and Command Staff set department strategy, prepare and manage the budget, manage the staffing function and perform other administrative duties, including performance measurement and statistical reports. The police department is organized into three divisions: Police Services, Uniform Patrol, and Investigations.

### Chief of Police—Richard L. Hall



Chief Hall was appointed in January, 2002. Chief Hall began serving with the Germantown Police Department in October, 1985. Throughout his career he has served in various capacities and work units including Uniform Patrol, Investigations and SWAT. Chief Hall is a graduate of the University of Memphis, the Northwestern School of Police Staff and Command and the FBI National Academy.

### Deputy Chief—Rodney A. Bright



Deputy Chief Bright was appointed to his position in October 2007. Prior to his appointment, he spent time as the Commander of the Investigative Division, Police Services Division, the Uniform Patrol Division and SWAT team. Deputy Chief Bright is a graduate of the University of Memphis, the Northwestern School of Police Staff and Command and the FBI National Academy.

## Division Commanders



Inspector Lee Covey  
Investigations



Inspector Frank Hester  
Uniform Patrol



Inspector Danny Payne  
Police Services

## 2010 Annual Report

### Personnel

The authorized strength of the Germantown Police Department is 87 officers, 18 public safety dispatchers, 30 reserve officers, 6 crossing guards, 3 police chaplains, and a legal advisor.

#### Full Time Staff

Tenure	Uniform Patrol Division	Investigations Division	Command Staff	Police Services	Support Staff
< 1 year	3	0	0	0	0
1-5 years	32	1	0	5	0
6-10 years	13	3	0	5	0
11-15 years	8	8	2	5	1
16-20 years	1	0	3	2	1
20+ years	4	2	6	3	1
<b>TOTAL</b>	<b>61</b>	<b>14</b>	<b>11</b>	<b>20</b>	<b>3</b>

#### Part Time and Voluntary Staff

Tenure	Reserve Officers	Crossing Guards	Police Chaplains	Legal Advisor
< 1 year	0	2	1	0
1-5 years	21	1	2	0
6-10 years	2	1	0	1
11-15 years	2	1	0	0
16-20 years	0	0	0	0
20+ years	0	0	0	0
<b>TOTAL</b>	<b>25</b>	<b>5</b>	<b>3</b>	<b>1</b>

#### Budget Overview

Captain Michael Berkes  
Logistics/Budget/Purchasing



Category	FY06	FY07	FY08	FY09	FY10
Personnel	\$7,012,574.00	\$6,624,528.00	\$7,724,326.00	\$8,115,429.00	\$8,509,120.00
Other	\$972,641.00	\$1,346,676.00	\$973,206.00	\$978,962.00	\$1,126,047
Total	\$7,985,215.00	\$7,971,204.00	\$8,697,532.00	\$9,094,391.00	\$9,635,167

Category	FY06	FY07	FY08	FY09	FY10
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## 2010 Annual Report

### Chief's Awards

Each year, the Chief of Police selects the “Chief’s Award” recipients for officers, dispatchers and reserve officers. These employees are recognized for their quality work performance and commitment to excellence. The department is proud of the 2010 Chief’s Award recipients.



*Robert M. Fisher  
Police Officer of the Year*



*Lori M. Dood  
Public Safety Dispatcher of the Year*



*Charles F. Smith  
Reserve Officer of the Year*

*excellence*—the fact or state of excelling; superiority



## 2010 Annual Report

### Civic Awards

The department is proud of its 2010 Officers of the Year as recognized by the Optimist Respect for Law committee, the Knights of Columbus organization, and the Kiwanis Club.



Richard J. Severs  
Optimist Award  
Officer of the Year



Kyl C. Sathongnoth  
Knights of Columbus  
Officer of the Year



Lieutenant Angie Lewis  
Kiwanis  
Law Officer of the Year

### Officer Achievements & Awards

During 2010, several officers were recognized for outstanding performance. The officers below were selected as Officer of the Month during the year.

<i>January</i>	R. J. Severs	<i>July</i>	K. C. Sathongnoth/A.E. Janelli
<i>February</i>	J. C. True	<i>August</i>	N. A. Louis
<i>March</i>	K. C. Sathongnoth	<i>September</i>	M. R. Rogers
<i>April</i>	J. C. Kensinger	<i>October</i>	K. R. Simpson
<i>May</i>	R. M. Fisher	<i>November</i>	J. C. True
<i>June</i>	K. D. Clark	<i>December</i>	N. A. Godwin



*Off. Nicholas Louis was recognized by the Governor's Highway Safety Office for his efforts in patrol & crash investigations.*

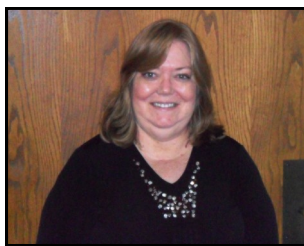
***recognition*—formal acknowledgment conveying approval or sanction**

### Administrative Support

The administrative support staff perform many vital roles for the department. Their duties include secretarial functions, data entry, transcription, data analysis and record maintenance. Often these employees are the first point of contact, either by phone or in person with the public, and all are dedicated to the values, goals and mission of the department. Each proudly serves the citizens of Germantown.



Pam Gray



Lynn Brown



Carole Anderson

## 2010 Annual Report

### FBI National Academy Program



The FBI National Academy program is a ten-week advanced law enforcement training program for law enforcement managers and executives. Selected personnel stay at the FBI Training Academy in Quantico, VA, and attend classes on advanced investigation methods, media relations, physical fitness, ethics, legal issues and other law enforcement topics. There are law enforcement professionals from each state, as well as international students at each session. The department is fortunate to have had 17 current and former members selected to attend this prestigious program.

#### **Graduates currently serving the City of Germantown:**

Chief Richard L. Hall, 176th Session  
Deputy Chief Rodney A. Bright, 221st Session  
Captain Jodi W. Whitfield, 230th Session  
Captain Alan L. Keller, 236th Session

### Northwestern School of Police Staff and Command

The School of Police Staff and Command is an intensive ten-week program that prepares law enforcement managers for senior positions by uniquely combining academic principles with practical applications. Because research is a key component of the SPSC, many times a student's research project comes directly from a timely and critical issue facing that student's agency. The knowledge gained can be put to use immediately. From the time it was launched in 1983, the SPSC has received enthusiastic response from executives and trainers throughout the country. A review of the course curriculum verifies its completeness and appropriateness for organizational and personal development.

#### **Graduates currently serving the City of Germantown:**

Chief Richard L. Hall, Class 127  
Deputy Chief Rodney A. Bright, Class 114  
Inspector Frank R. Hester, Class 163  
Captain Robert J. Bradley, Class 163  
Captain Jodi W. Whitfield, Class 163  
Captain Alan L. Keller, Class 232

Captain Marc A. Molina, Class 232  
Captain Michael W. Griffus, Class 256  
Lieutenant Bruce D. Cannon, Class 163  
Lieutenant Jack W. Antonuk, Class 256  
Lieutenant Robert E. Jones, Class 274  
Lieutenant Mitch D. Wood, Class 293



### Southeastern Command and Leadership Academy

The Southeastern Command and Leadership Academy (SECLA) is a dynamic seven-week law enforcement leadership and management program designed for progressive and innovative police managers. SECLA prepares mid and upper level supervisory personnel for the increased responsibility of administrative command positions by providing them with the knowledge and skills necessary for successful leadership in their agency and community. The SECLA curriculum was developed by a team of national experts in the field of policing and is delivered by these same experts to ensure integrity of delivery. All instructors are seasoned law enforcement professionals, have earned a PhD in Criminal Justice or a related field, teach at a major university and have published related books or articles in peer-reviewed journals. The curriculum covers current issues and information police administrators rely upon to adequately respond to the diverse demands of an executive position.

#### **Graduates currently serving the City of Germantown:**

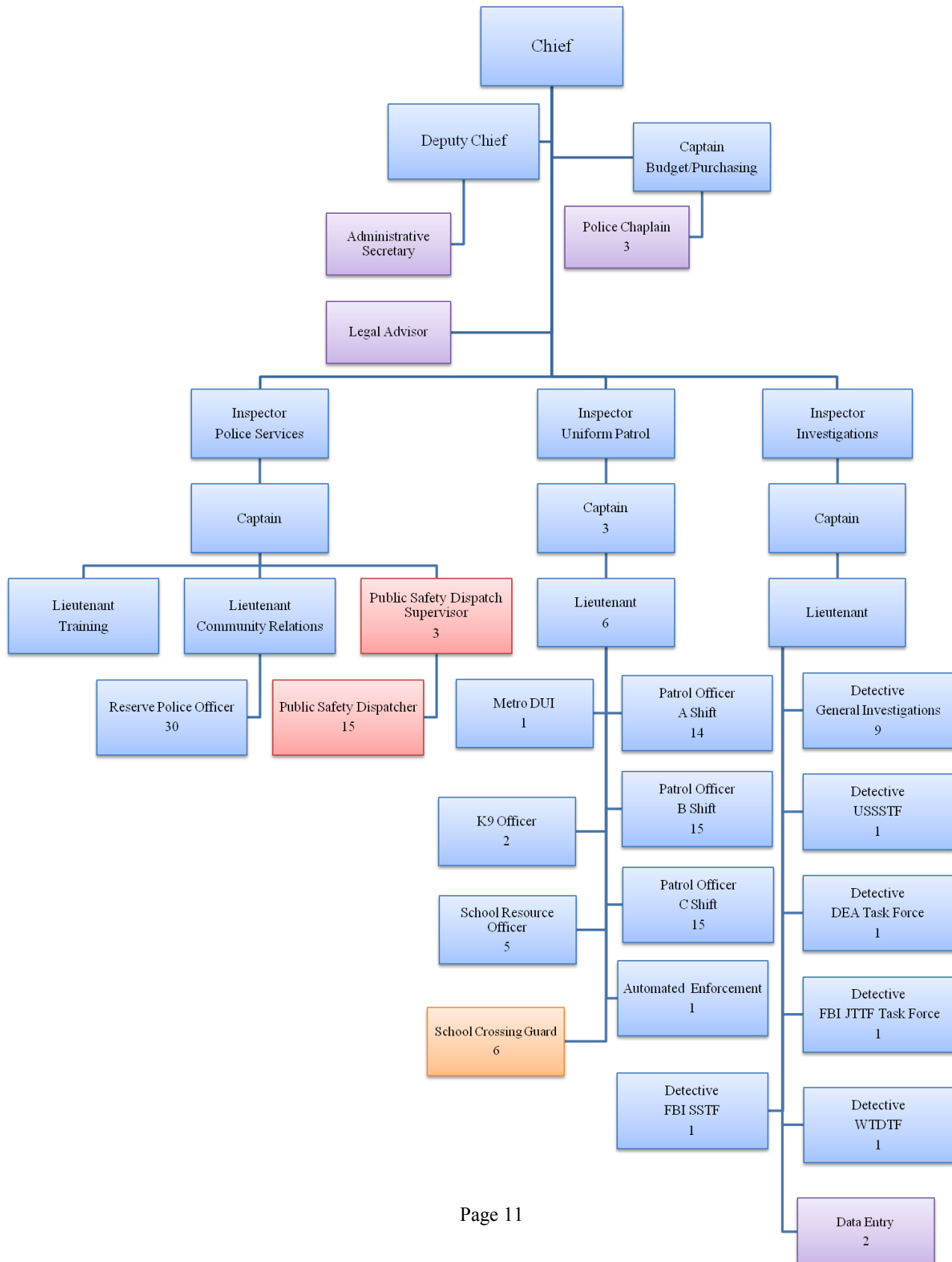
Inspector Lee Covey, 5th Session  
Captain Michael Berkes, 7th Session  
Lieutenant Carole Lewis, 7th Session

Lieutenant Michael Gray, 9th Session  
Lieutenant Edwin McGee, 9th Session



# 2010 Annual Report

## Organizational Chart



## 2010 Annual Report

### Police Services Division

Commanding Officer: Inspector Danny Payne



Captain Jodi Whitfield



Lieutenant Carole A. Lewis

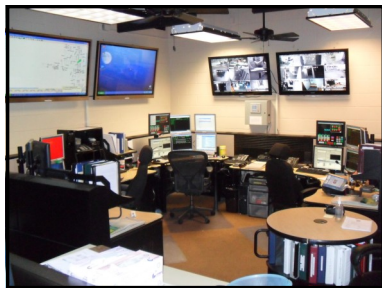


Lieutenant Bruce D. Cannon

The Police Services Division is responsible for administering and coordinating several key work units, department programs, and functions. These areas include community relations, training, the Communications Center, jail, Reserve Officer program, Citizen Police Academy program, CERT, employee hiring and recruitment, Neighborhood Watch, and special events. The Reserve Officer program is comprised of volunteers who assist in providing traffic control and security for numerous special events, such as the Germantown Charity Horse Show, the Mayor's Cup 5K, the Memphis Mid-South Race for the Cure and the Germantown Festival.

### Communications Center and Jail

Personnel of the Communications Center dispatch all police, fire and EMS calls for the City and monitor radio transmissions on the police and fire radios. The Center serves as the 9-1-1 public safety answering point for Germantown. The Center also serves as the distribution and collection point for citizen's vacation requests, complaints and work orders. The public safety dispatchers also perform jail duties which include processing prisoners, maintaining jail records and ensuring prisoner security and safety. The city jail is a 10-bed, adult only, 72-hour holding facility. Prisoners that require more lengthy detention are transferred to the Shelby County jail in downtown Memphis. The Communications Center is furnished with state of the art work stations and equipment to ensure a quality work environment for the staff.



*Primary Communications  
& Dispatch Area*



*Jail Holding Area*

### Emergency 9-1-1 and Jail Processing

9-1-1 emergency calls from residences and businesses within the city limits are automatically routed to the Communications Center. This includes cellular phones. 9-1-1 phone lines are given answering priority by dispatch personnel. In 2010, 99% of all 9-1-1 calls were answered in less than 12 seconds.

Public Safety Dispatchers also function as Jailers and process all adult prisoners who are arrested or issued misdemeanor citations by police officers.



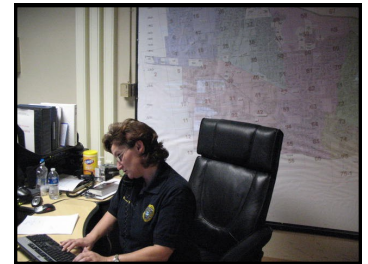
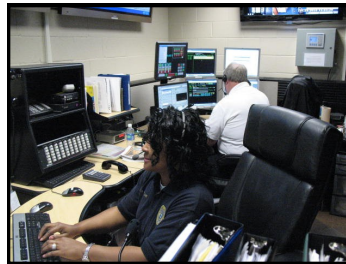
## 2010 Annual Report

### Communications Center and Jail Summaries

#### Dispatched Calls for Service

Police	38,076
Fire	1,035
EMS	1,802
Total	40,913

	2006	2007	2008	2009	2010
Fire	1,222	1,066	2,818	1,038	<b>1,035</b>
EMS	1,468	1,690	1,744	1,754	<b>1,802</b>
Total	2,690	2,756	4,562	2,792	<b>2,837</b>



#### Telephone Calls Received

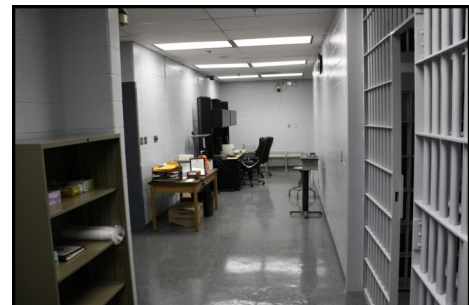
Emergency lines	43,327
Non-Emergency lines	44,346
Special lines	6,045
9-1-1 lines	11,580
Total	105,298



	2006	2007	2008	2009	2010
911 Calls	12,255	11,006	11,001	10,943	<b>11,580</b>
Prisoners Processed	2,152	2,488	1,890	1,817	<b>1,925</b>

#### Jail—Prisoner Population

Male	1,350
Female	575
Total	1,925
Misdemeanor Citation Processing	881





## 2010 Annual Report

### Community Relations

The Community Relations work unit coordinates all public presentations and programs. During 2010, officers assigned to this unit planned and organized the department's efforts at 453 community events including:

Reserve Academy	Motorcycle Safety Ride Event	Traffic Safety Program
Court (Reserves as court officers)	Special Recreation Students Tour	Drug Take Back Program
Community Services Response Team	Town Hall Meetings	Personal Safety Program
Police/Fire Disaster Response Training	BMA/Planning Meetings	Bicycle Safety Program
Low/Blue Light Shooter Training	US Open Golf Qualifying	Plays in the Park
CERT for Businesses Training	Community Crime Prevention Forum	Health and Safety Fairs
Public Safety Cabinet	OLPH Carnival	Safety Events
Habitat for Humanity	CPR Class for Commission Members	Internet Safety
Exotic Italian Car Show	Charity Horse Show	Cyber-Bullying
Safety for Women Open Forum	July 4 <sup>th</sup> Extravaganza	Sweet Treats with Santa
Autism Festival	Race For the Cure	Ollie The Otter Program
Summer Camp Registration	National Night Out	Santa Visits Daycare
Elementary School Early Registration	Germantown Festival	Red Ribbon Run
Rocktoberfest Concert	Business and Senior Expos	Safety Survey's
Internet Safety Panel for the Schools	Germantown Half Marathon	River City Bikers Round Up
Mentors Program	City Holiday Parade	Small Fry Triathlon
Movie Detail	Chemistry in Law Enforcement	VESTA Home Show
Walk to School Program	Forensics in Law Enforcement	Kiwanis Charity Car Show

### Training and Education

The department strongly emphasizes employee training and continuing education. Through quality training programs, employees become more competent and confident in their duties and liability exposure is minimized. The Tennessee Peace Officer Standards and Training commission (P.O.S.T.) requires police officers to receive a minimum of 40 hours of training annually. During 2010, commissioned officers attended over 8,979 hours of training with an average of 103 hours per officer. These training hours include in-house training conducted by department personnel and specialized training programs presented by other agencies or private companies.



*The training room seats 48 students and is equipped with a drop down video projection screen, a multi-media projector and two wall-mounted flat panel televisions.*



*The department provides a fitness training center and encourages physical fitness among all of its members.*



*The indoor firing range has six lanes and has firing positions from 7 to 25 yards. Officers are required to demonstrate proficiency with their issued weapons semi-annually.*

## 2010 Annual Report

### Uniform Patrol Division

#### Commanding Officer: Inspector Frank Hester

The Uniform Patrol Division is responsible for the continuous patrols of the city and is the largest division within the Police Department. Officers within this division respond to calls for service and conduct preventative patrols in order to protect life and property and to detect unlawful activity. Officers patrol the six districts within the city. District officers are encouraged to participate in functions within their assigned areas such as Homeowners Association meetings and Neighborhood Watch programs. Officers within this division also assist other work units with special events, departmental tours and group presentations. The School Resource Officer program, SWAT Team, Traffic Investigations Unit, School Crossing Guards and Front Desk Officer are all components of the Patrol Division.

Officers assigned to the Uniform Patrol Division must have the ability to secure crime scenes, administer first aid, arbitrate disputes, conduct preliminary and follow-up investigations, gather evidence, obtain witness statements, apprehend suspects, make arrests and transport prisoners. Officers are also expected to give advice and general information in response to inquiries from the public. Officers may also be called upon to testify as a witness in court in connection with written citations, arrests and investigations.

Officers of the Uniform Patrol Division receive an average of more than 100 hours annually in specialized training in a variety of areas. These areas include: firearms, defensive tactics and weapons, crime scene processing, legal updates, officer safety, courtroom testimony, crash investigation and survival skills and interpersonal communication skills. Other specialized training is performed by officers within this division and includes such critical areas as: Field Training Officer (FTO) program, Crisis Intervention Team (CIT) program, Hostage Negotiations Team (HNT), and Child Passenger Seat Restraint Technician program.

### Patrol Command

The Uniform Patrol Division is led by a complement of highly trained and experienced supervisory personnel. These officers provide guidance and direction to patrol personnel and ensure that patrol services are delivered in the most efficient and professional manner.



Captain R. J. Bradley  
Patrol Commander  
Day Shift



Captain A. L. Keller  
Patrol Commander  
Evening Shift



Captain M. A. Molina  
Patrol Commander  
Midnight Shift

## 2010 Annual Report

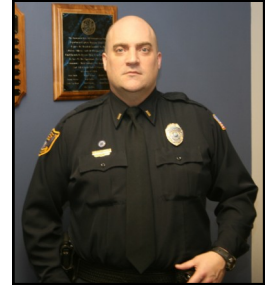
### Patrol Shift Supervisors



J. A. Antonuk  
Lieutenant  
Day Shift



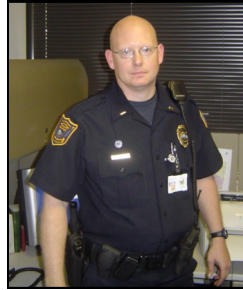
R. E. Jones  
Lieutenant  
Day Shift



E. J. McGee  
Lieutenant  
Evening Shift



B. H. Schiel  
Lieutenant  
Evening Shift



W. E. Stemmler  
Lieutenant  
Midnight Shift



M. D. Wood  
Lieutenant  
Midnight Shift

### Automated Enforcement / Red Light Camera Program

In 2002, the City of Germantown became the first city in the state of Tennessee to implement an automated enforcement, red light camera program. The program initially included two high volume, high crash rate intersections, but has since been expanded to include a third intersection. The goals of the program are to reduce the number of red light violations and crashes related to drivers running red lights.

The program is administered by a police officer who views events to determine if violations occur and whether or not a citation is warranted. This officer also serves as the department's desk officer and handles walk in requests for information and complaint filings, as well as general Municipal Center security.



*Officer Gary Wheeler  
Desk Officer / Automated Enforcement*



## 2010 Annual Report

### K-9 Unit

The Germantown Police Department formed the K9 Unit in 1990. The unit currently consists of two officers. The K9 Unit provides trained canine teams to assist in the prevention and detection of crime, narcotics detection and other duties as assigned by the police department. Officers assigned to the K9 Unit must undergo extensive training. This training consists of: basic narcotics detection courses, numerous canine handlers courses, and canine first aid. The department's canines are certified drug detection dogs. They received their initial training at the Little Rock K9 Training Academy located in Little Rock, Arkansas. The K9 Unit maintains their proficiency by training 16 hours per month in addition to specialized training they receive annually. The Officers assigned to the unit are members of the National Narcotic Detector Dog Association (NNDDA), which certifies both the canines and the handlers. The K9 Unit competes in applicable competitions to establish benchmark proficiency. In 2010, both teams ranked in the top 20% of national teams. The primary functions of the Unit is to assist with narcotic detection on traffic stops and support narcotic unit operation by searching persons, vehicles, places, or structures for narcotics. They also participate in numerous educational presentations to schools, neighborhood groups and civic organizations.

*Sr. Police Officer  
C. Torrence  
&  
K-9 Partner Yatzee*



*Sr. Police Officer  
S. Panaia  
&  
K-9 Partner Jet  
(Right)*

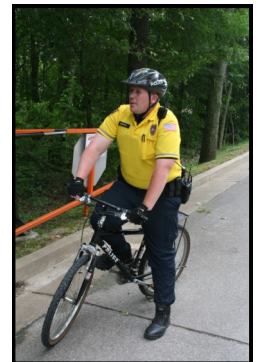
### Bicycle Patrols

The department created a part-time bike officer program in 1996. Officers utilize specially equipped bicycles to patrol the city's greenway, parks, business district and apartment / condominium complexes. Bike officers also complement special event details throughout the year, weather permitting. Prior to beginning their assignment, each member must successfully complete a training course designed specifically for the unique challenges of performing law enforcement duties via a bicycle. This rigorous training is done through the International Police Mountain Bike Association. Additionally, these officers also present bicycle safety programs at churches, schools or to other groups when requested and participate in the Safety City program.



*Pictured at left:  
Senior Police Officer O.T. Mack,  
Senior Police Officer L.M. Scott,  
& Senior Officer R.E. Bertling*

*Pictured at right:  
Senior Police Officer J.A. Griffith*



### Hostage Negotiations Team (HNT)

The Germantown Police Department formed the Hostage Negotiations Team for deployment in the event of a critical barricade or hostage situation. The 10-member team is led by the team commander, Captain Michael Berkes, and assistant commander, Captain Marc Molina. The team consists of 8 specially trained negotiators, who are equipped with state of the art communication equipment. The team regularly trains in conjunction with the SWAT team and other law enforcement negotiation teams in the Memphis metropolitan area.



### Special Weapons and Tactics (SWAT) Team

The Germantown Police Department Special Weapons and Tactics (SWAT) Team is comprised of thirteen specially selected officers, led by Capt. Alan Keller. The team is responsible for high risk situations where the training or equipment falls outside the scope of a regular police officer. These situations include but are not limited to: barricaded suspects, hostage rescue, high risk warrant service, dignitary protection and other arduous assignments. The team trains extensively in an effort to remain proficient. Each member of the team must qualify every quarter in physical fitness and firearms to remain a member of the team. In addition to 40 hours of annual training, every team members trains a minimum of 16 hours per month in tactical and specialized skills. Specialized members, such as snipers, train an additional eight hours a month in marksmanship. In 2010 they competed in the U. S. National SWAT Competition finishing 13<sup>th</sup>. The team is called upon by neighboring local and federal agencies for assistance with dignitary protection details, high risk raids and other SWAT duties.



*The SWAT Team at the Mid –South Institute in Lake Cormorant, MS.*



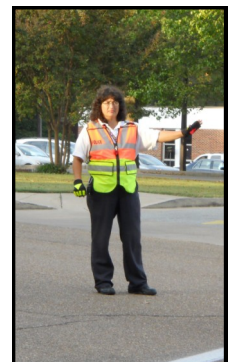
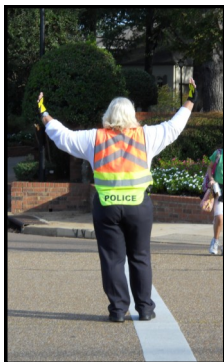
### Traffic Investigations Unit

Nine members of the Uniform Patrol Division comprise the Traffic Investigations Unit. The unit is under the command of Captain Marc Molina. These officers have advanced training in traffic crash investigations. The officers in this unit have completed several training courses, and they have become Traffic Crash Reconstructionists. Their training is supplemented with advanced training in rail grade crossing crash investigation. Additionally, these officers address issues related to traffic complaints, traffic safety and directed enforcement. Throughout the year, officers from this unit join with officers from the Uniform Patrol Division to participate in nationwide enforcement campaigns, such as: *Click It or Ticket*, *Booze It and Lose It*, and *Over the Limit, Under Arrest*. These campaigns are designed to target traffic and DUI offenders, while also increasing traffic safety for other drivers. Traffic Investigators train quarterly and annually for a minimum of 80 hours to remain prepared for any potential critical or fatal crash investigation.



### School Crossing Guards

The department deploys part-time crossing guards to the public school crossing zones throughout the city. These employees are responsible for pedestrian safety and traffic control at their designated crossings. In addition to their school crossing duties, they also participate in traffic safety programs at the schools and during the annual Safety City program during the summer.



## 2010 Annual Report

### School Resource Officer Program (SRO)

The Germantown Police Department is proud of its partnership with the local schools. Since 1994, the department has assigned officers to the Shelby County middle and high schools within the city limits. During the school year, these officers report to their respective schools and provide an on-campus, public safety resource to the staff and students. The officers perform regular law enforcement duties such as: patrols, report taking and school-related investigations. The officers also take their training and experience to the classroom by presenting drug, alcohol and tobacco awareness programs, as well as other safety related material. This program provides positive role models for the students while maintaining an atmosphere that is safe and secure for students and school staff.



Senior Police Officer  
E. C. Hopper  
Riverdale Elementary School



Senior Police Officer  
J. A. Griffith  
Houston Middle School



Senior Police Officer  
L. M. Scott  
Germantown Middle School



Senior Police Officer  
J. C. True  
Germantown High School



Senior Police Officer  
O. T. Mack  
Houston High School

*mentor*—a wise and trusted counselor or teacher

## 2010 Annual Report

### Investigations Division

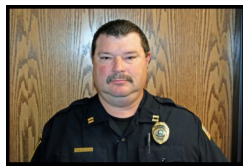
**Commanding Officer: Inspector Lee Covey**

The Criminal Investigations Division is primarily responsible for conducting follow-up investigations of all criminal incidents reported to the Germantown Police Department. Detectives identify and apprehend offenders; recover, identify, and preserve property and evidence; prepare assigned cases for prosecution in court, and present cases to the State and Federal Grand Jury. The detectives maintain intelligence files on crimes occurring in the city. The Investigations Division works in conjunction with other local, state and federal agencies on various cases. The division also has detectives assigned to the Memphis D.E.A. Task Force, the FBI Joint Terrorism Task Force, the West Tennessee Drug Task Force, the FBI Safe Streets Task Force and the United States Secret Service Task Force.

The Germantown Police Department is a regional leader among computer forensic investigations. Through affiliations with authorities in the field of computer forensics such as the Secret Service and ICAC (Internet Crimes Against Children), the department has greatly enhanced its computer investigative abilities.

Detectives routinely conduct computer investigations. These vary from white collar embezzlement to child pornography cases. Detectives have completed the Cyber Crime Investigation Academy, an extensive four-week training program hosted at the University of Tennessee in Knoxville. In collaboration with ICAC, the department participated in a nationwide task force relating to the victimization of children utilizing the internet. Through these efforts, investigators are able to determine who and where perpetrators are and bring them to prosecution regardless of the jurisdiction.

### Investigations Staff



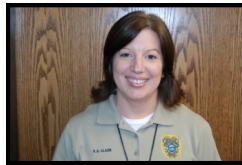
Captain M. W. Griffus



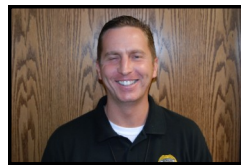
Lieutenant M. W. Gray



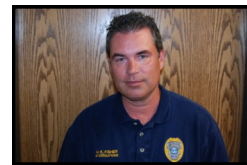
Det. R. A. Carter



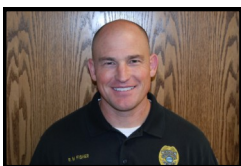
Det. K. D. Clark



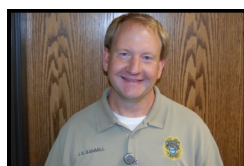
Det. W. J. Craddock



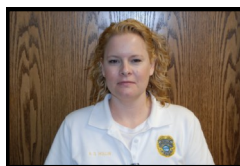
Det. M. K. Fisher



Det. R. M. Fisher



Det. J. S. Gammill



Det. A. D. Hollin



Det. A. D. Kemp



Det. B. E. Wallace



## 2010 Annual Report

### National Forensic Academy

The National Forensic Academy (NFA) is an intensive 10-week training program, funded by the Bureau of Justice Assistance and designed to meet the needs of law enforcement agencies in evidence identification, collection and preservation. The NFA is offered in-residence, utilizing curriculum developed by leading forensic practitioners from across the United States. Participants are challenged in the various disciplines through classroom instruction, lab activities and field practicums in the specialized courses. Academy participants complete written and in-class competency exams to demonstrate mastery of the subject areas. The goal of the academy is to prepare the crime scene investigator to recognize key elements and to improve the process of evidence recovery and submission.

The department has one former and four current detectives that have completed this elite training program.

#### NFA graduates are:

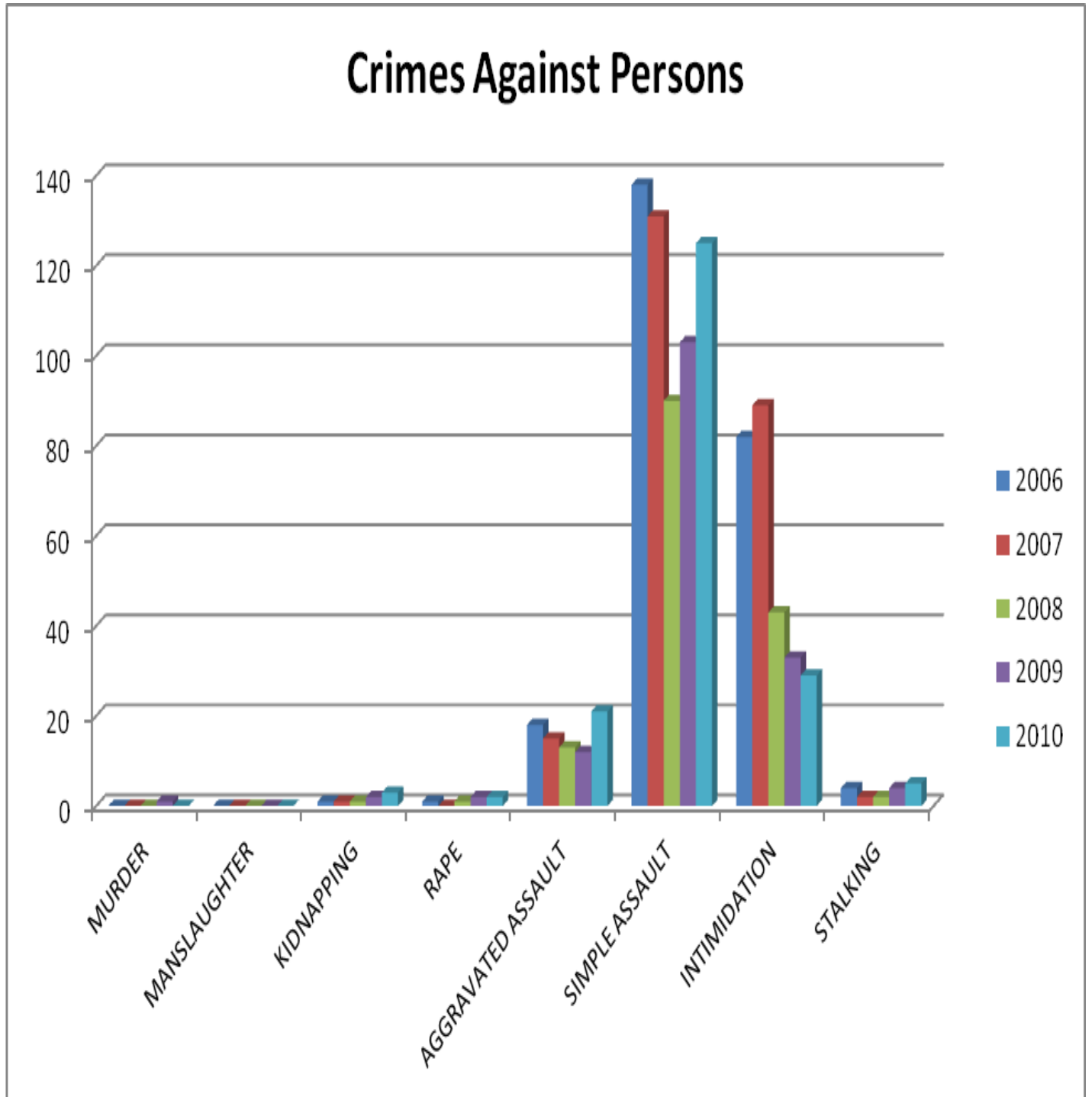
Lieutenant M. W. Gray	Lieutenant M. D. Wood
Detective A. D. Kemp	Detective B. E. Wallace
Detective J. S. Gammill	



*Detectives discuss and demonstrate crime scene processing techniques and equipment.*



**5-Year Service History and Trends**  
**Crime Statistics Comparison—2006 to 2010**

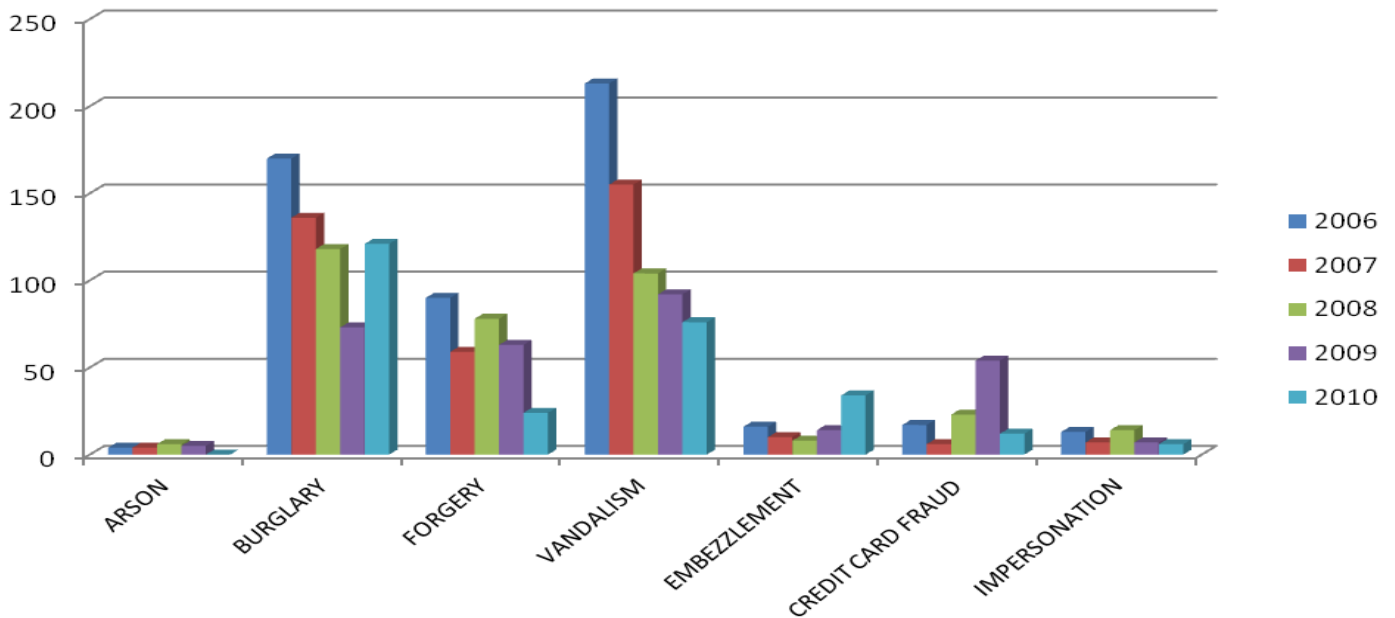




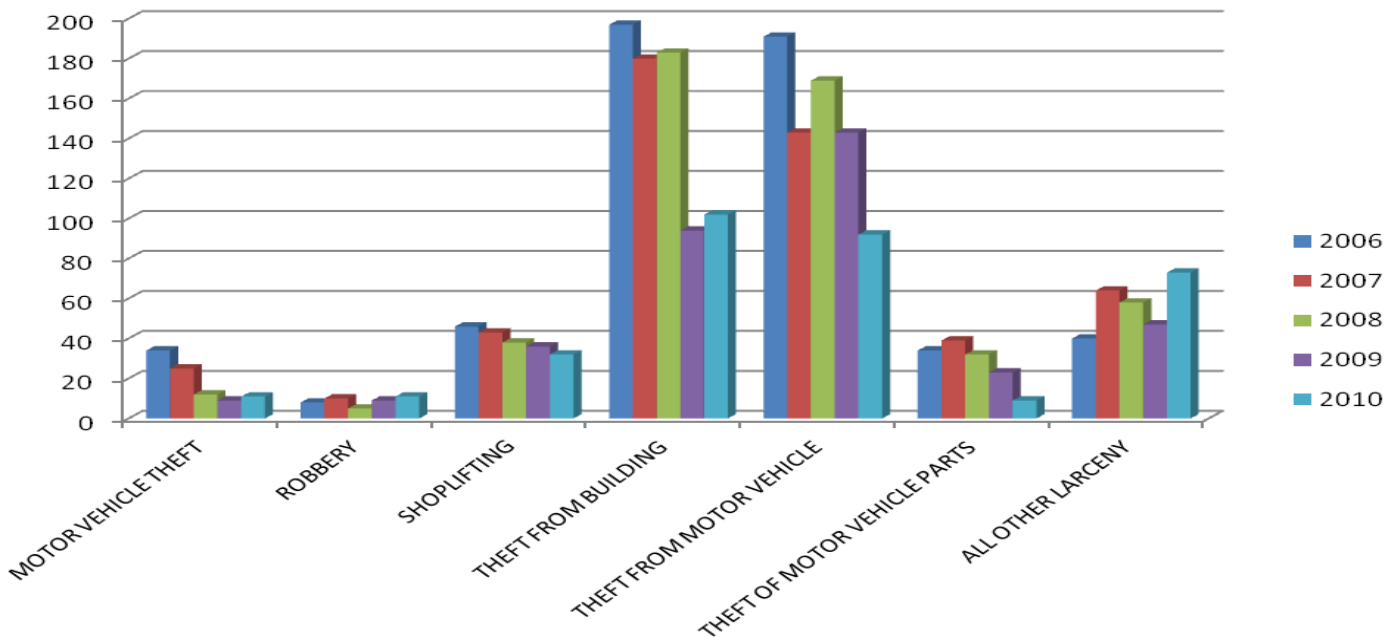
## 5-Year Service History and Trends

### Crime Statistics Comparison—2006 to 2010 *cont.*

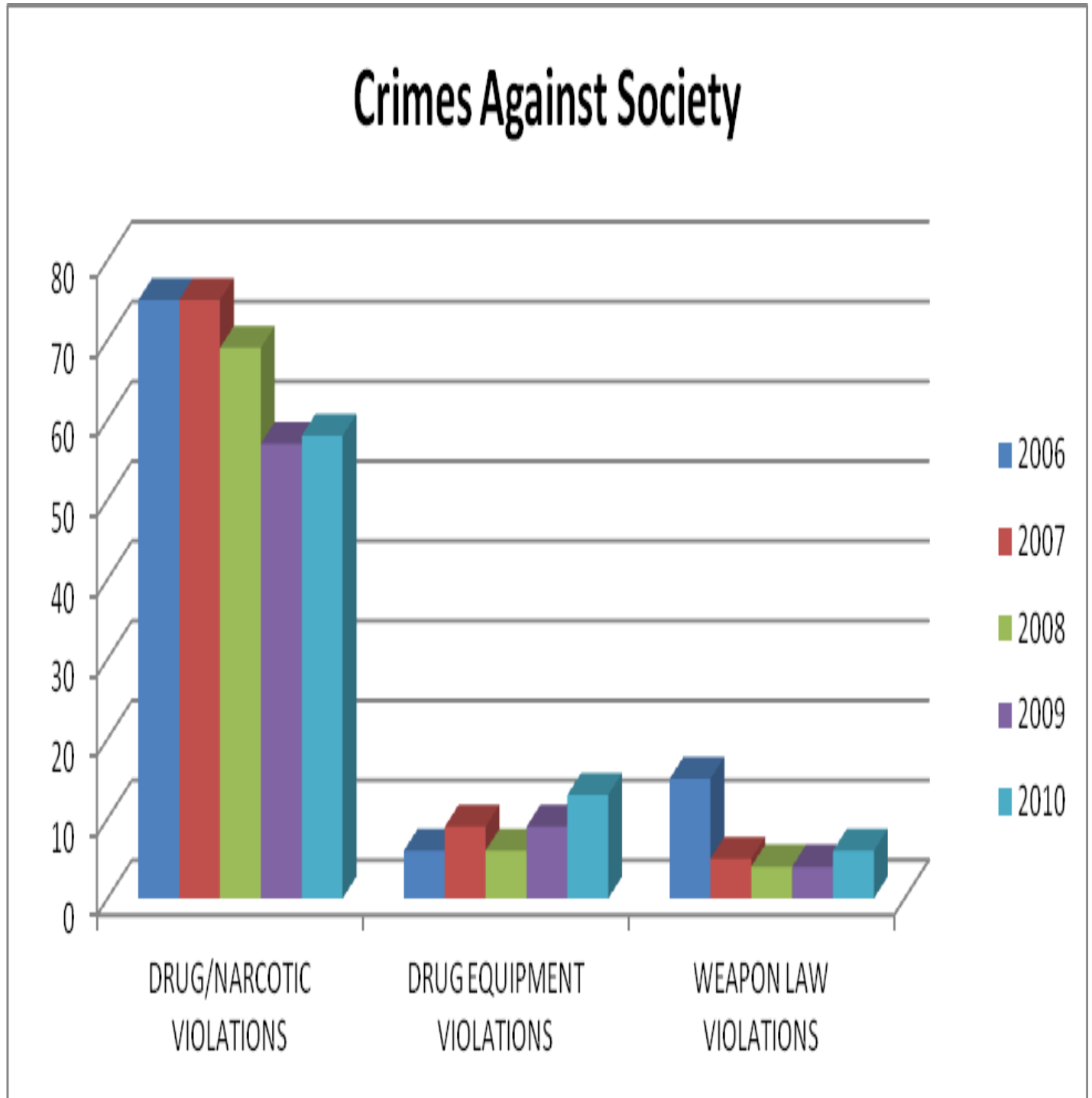
#### Crimes Against Property



#### Crimes Against Property



**5-Year Service History and Trends**  
**Crime Statistics Comparison—2006 to 2010 *cont.***



## 2010 Annual Report

### Enforcement Activities

The department is dedicated to the proactive enforcement of criminal statutes and traffic ordinances. The chart summarizes the enforcement efforts of the department during 2010.

Enforcement Activity	2009	2010	% Change
Adult Arrests	2,830	2,714	-4%
Juvenile Arrests	70	139	99%
Total Arrests (Adult + Juv.)	3,000	2,853	-5%
Drug Related Arrests	75	100	25%
DUI Arrests (includes DWI)	67	89	33%
DUI Crashes/Arrests	9	15	67%
Traffic Citations	18,965	14,967	-21%
Written Traffic Warnings	7,580	5,951	-21%
Automated Enforcement	6,529	9,272	42%

Crashes	2009	2010	% Change
Traffic Crashes	678	764	13%
Private Property Crashes	107	186	74%
Traffic Fatalities	2	1	-50%

## 2010 Annual Report

### Citizens Police Academy

Since its inception in 2003, the Citizens Police Academy has provided an opportunity for citizens to learn first hand about police operations. Through classroom lectures, simulated activities, ride-along opportunity with patrol officers, guest speakers, demonstrations and interactive experiences, citizens are provided training similar to that of a police officer. The program educates citizens about the realities of law enforcement in their community and fosters better cooperation and communication between the police and the public. It also provides an opportunity for citizens to engage the department and voice their perceptions, concerns and ideas concerning police operations. The academy is mutually beneficial, facilitating open communications and an exchange of ideas between the department and the citizens we serve. To date, over 150 citizens have completed the CPA program.



*2010 Citizens Police Academy Class*

*The 2010 CPA Class being introduced to departmental fire-arms by Capt. J. Whitfield and Det. M. Fisher.*



***volunteer*—a person who performs a service willingly and without pay**

### Reserve Police Officer Program



Reserve officers are required to complete over 100 hours of initial training, as well as annual in-service training. Since its inception, the program has provided the department with dedicated volunteers who assist with normal patrol duties and special events. In 2010, reserve officers worked 5,127 volunteer hours. Based on an officer's overtime pay, the savings realized by the use of these volunteers was \$179,445. The Reserve Officer program was established in 1957, and it continues to be a vital part of the police department. These men and women serve the citizens of Germantown with unrivaled pride and dedication.

### CERT Program

The Community Emergency Response Team training program is a positive and realistic approach to prepare citizens for emergency and disaster situations. Through training and simulation, citizens learn basic disaster response skills such as fire safety, light search and rescue, team organization and disaster medical operations. CERT members can assist others in their neighborhood or workplace when professional responders are not immediately available to help during a disaster or emergency. The police department is proud to collaborate with the Germantown Fire Department and the City of Germantown's Neighborhood Services in the implementation of this program. With the efforts of several city employees, over five hundred community members have completed the training for the



## 2010 Annual Report

### Police Chaplain Program

The vocation of a police officer is to protect, to serve, and to help people in an emergency. Sometimes, officers encounter people in trouble, unable to cope with their own problems, unable to follow laws of society and unable to live in peace and harmony. Police officers face many situations that can be demoralizing and emotionally, mentally and spiritually draining. Tours of duty have the constant potential for danger. Officers must make split-second decisions that are both correct and effective in a variety of situations. In the peacekeeping aspects of the police profession, officers come into contact with many of the same people that clergy contact. By combining forces, where appropriate, the police officer and the clergy are better equipped to meet the diverse needs of people in our complex society. Captain Michael Berkes is the liaison to the Chaplains.

The Police Chaplain Program supports the mission of the Police Department and the individual officers in carrying out mandated responsibilities when requested to do so.



#### Department Chaplains

Dr. R. Craig Strickland  
Greg Diaz  
Dr. Jim Ellis

### Police Fleet

The department maintains a fleet of vehicles that includes marked patrol vehicles, unmarked vehicles, special purpose vehicles and ATV's. Each patrol car is equipped with state of the art equipment including a laptop computer, a digital video system and moving radar. Several patrol cars are equipped with "lo-jack" tracking devices that allow for the locating of stolen vehicles, when the car owner has had the transmitting equipment installed by the manufacturer.

#### 2010 Fleet Statistics

Total vehicles	66 (37 marked)
Miles driven	794,249
Average cost per mile	\$0.36
Average age of fleet	6 years
Total fleet maintenance costs	\$135,261





## 2010 Annual Report

### Brief History of the Germantown Police Department

- 1955** Germantown Police Department was officially formed by the hiring of Traffic Officer John Piano.
- 1957** The first full-time police officer, E. Nuismer, was hired. Officer Nuismer and his wife occupied the residence at the fire station and answered the fire phone from 5 p.m. until 8 a.m. The first police car was purchased. The Auxiliary Police force was appointed.
- 1959** Alderman George Friedel was appointed as Fire and Police Commissioner.
- 1961** Notice was published in the Mid-Week bulletin that warrants will be sworn on those allowing dogs to run at large and the number of dogs was limited to two per family.
- 1963** Police Officer W. E. Bigbee resigned. Walter J. Kennedy was hired as a full time officer.
- 1964** A motion was approved to proceed with a program for a 24-hour Police Department.
- 1965** A motion was approved to schedule a police patrol for the purpose of ascertaining that dogs are not allowed to run loose. Police Chief James Allen resigned effective September 26.
- 1966** A motion was approved to increase the Police budget by \$200 to enforce the ordinance against dogs running at large.
- 1969** A motion was passed to disallow the request to appoint Travis C. Smith as an Auxiliary Policeman because he was not a resident of Germantown.
- 1971** The police report for March 1971 included: 118 tickets, 58 warning tickets, 10 traffic accidents, 32 complaints, 13 arrests, 1 attempted suicide and 2 missing persons.
- 1973** The Municipal Technical Advisory Service's (MTAS) comprehensive study of the Germantown Police Department states that Germantown "rates excellent and should be so complemented". Joe Gagliano was appointed Police Chief effective September 15.
- 1978** Police Department purchased five LTD II Police Cars at a cost of \$5,954.19 each.
- 1979** A resolution was approved and sent to Mrs. Joe Gagliano and the Gagliano family on the death of Joe Gagliano, Police Chief for six and one half years. The Joe Gagliano Memorial Distance Classic was run on Sunday, April 8, 1979, beginning at the intersection of Germantown Road and Farmington Boulevard. Robert A. Cochran, formerly of the Memphis Police Department, was chosen as Chief.
- 1983** Mayor Arthur issued a proclamation making the week of August 7 "Reserve Police Officer Week."
- 1984** Seven 1984 four-door Dodge Diplomats were purchased for the Police Department for \$59,253.
- 1986** Four 1986 4-door Dodge Diplomats were purchased for \$36,232. The Board approved raising the number of persons in the Reserve Program from 21 to 30.

## 2010 Annual Report

### **Brief History of the Germantown Police Department *cont.***

- 1989** Germantown Police Department was responsible for making Germantown one of the “One Hundred Safest Cities in the Country,” according to a Commercial Appeal article. Police Chief Cochran resigned and Assistant Chief Boatwright, who began his career with the City as a Reserve Officer in 1974, was chosen as his successor. Police and fire dispatching communications were separated.
- 1990** Sgt. Jay Johnson with his dog Beaux and Patrolman Mike Griffus with his dog Tucker completed 400 hours of training in drug detection, tracking and general patrol work. Recommended changes and improvements for the Department included a new radio system to replace one that had been in place since 1979, hiring of a data entry clerk to enter reports and citations into the computer system, and initiation to the Law Enforcement Television Network. The City was awarded a \$24,648 Drug Control/Criminal Justice grant to be used for communications equipment, intelligence gathering/surveillance equipment, the purchase of items for officer protection/safety, as well as overtime pay for officers involved in working drug cases.
- 1991** The following changes for the 1992 fiscal year were recommended: four additional officers bringing the force to 47 officers and standardization of firearms. The Chief recommended Smith and Wesson duty pistols, which included a lifetime warranty with parts replaced free of charge. The cost for fifty 9mm pistols was \$20,939.50. Eight K-Band moving traffic radar units were purchased from MPH Industries for \$11,510.
- 1992** When a savings of over half a million dollars was projected, a decision was made to lease the police fleet instead of rehabilitating the vehicles. The lease was for 30 cars with full maintenance from the Ford Motor Credit Company. The lease was for three years at a cost of \$45,142 per quarter. Chief Boatwright reported that the City of Germantown had the lowest crime rate within the state for any city over 10,000 in population.
- 1993** The Chief gave a brief overview of the action plan developed by the Task Force on Vandalism. The Department purchased a 1978, 30' Allegro motor home for \$10,500, to be used as a remote operations command center.
- 1994** The Department purchased a mobile radar-monitoring trailer for \$14,230, using funds from the Federal Drug Enforcement account. Two additional officers were hired. The prison population coming through the jail had grown from 516 in 1980 to over 3,000 in 1993. The Department traded 54 Smith & Wesson Model 5946 pistols for 54 Smith & Wesson Sigma Pistols.
- 1995** Two German Shepherd police dogs were purchased for \$3,600 each and 20 hand-held radar units were purchased from Progressive Electronics for \$10,399. The Mayor entered into an agreement with the University of Memphis for the implementation of the Alive-at-25 Course for Houston and Germantown High Schools in the amount of \$14,400.
- 1997** The Department purchased seven digital cameras to replace the 35mm cameras at a cost of \$6,279. After Shelby County repealed its county-wide curfew, Germantown was left without a curfew. The Board approved an 11 p.m. to 6 a.m. curfew for minors under the age of 18. Police Chief Eddie Boatwright retired. Deputy Chief James A. Fortune was appointed as Chief of Police. Ten new recruits were welcomed to the force.
- 1998** The Department had 75 officers or 2.02 officers per 1,000 citizens. It was recommended that five more officers be hired to prepare for anticipated city growth. A 15-passenger van was bought. “The Roc,” the 1978 motor home command post, was sold. A trailer was purchased for \$28,771 and used as the new mobile command post. Police policy and procedure manuals were ordered. The Police Department had not previously had a standardized manual.

## 2010 Annual Report

### **Brief History of the Germantown Police Department *cont.***

- 1999** A mock hostage situation was held at Houston High School. Police Chief Jim Fortune left the Department due to health reasons. Richard Hall was appointed acting Chief of Police.
- 2000** Maria Alexander was appointed and confirmed as Chief of Police. The Department implemented a Police Explorer Post and a voluntary physical fitness program. SWAT team finished 3<sup>rd</sup> in regional competition.
- 2001** Six new police officers were hired. Approval was granted for the implementation of an automated traffic enforcement system, which uses cameras mounted at various intersections throughout the city to help enforce red light violations. SWAT team finished 3<sup>rd</sup> in regional competition.
- 2002** Richard Hall was appointed Chief of Police following the resignation of Maria Alexander. The Automated Red Light Enforcement System was implemented and video cameras were installed at two intersections in the city. A new Automated Fingerprint Identification System was installed in the Germantown Jail to increase the speed and quality of recording and submitting fingerprints of persons processed into the jail.
- 2003** The first Citizens Police Academy class graduated. A public e-mail alert system, the Police Alert Network, was developed and implemented. The department received certification in T.I.B.R.S. reporting of crime statistics. SWAT team finished 2<sup>nd</sup> in regional competition, with team members J. W. Whitfield and A. L. Keller winning the overall sniper / observer trophy.
- 2004** Fifteen new Reserve Officers graduated. The second Citizens Police Academy class graduated. The property and evidence room converted to using a bar code scanner system which greatly improved efficiency and accountability. New in-car camera systems featured the use of DVD media. Automated enforcement system was upgraded. Department participated in a county-wide joint terrorism drill.
- 2005** Equipment received through homeland security grant funding (radios, gas masks, thermal imaging camera). Technology improvements included a new digital voice logging recorder and CAD mapping projectors for the communications center, upgrades to the emergency operations center and computerized crime mapping. Investigations obtained a crime scope imaging device and a forensic light source kit which allowed for advanced examination of crime scenes for DNA related evidence. In October, a dangerous night time burglar deemed the "Hacks Cross Creeper" was arrested. 35 cases were attributed to him and submitted to the Attorney General's office for review.
- 2006** Four additional police officers budgeted for new patrol district. Homeland Security grants allowed for acquisition of equipment including a Lenco BearCat armored vehicle to enhance the department's regional response capabilities. Controlled access system installed around department and city hall. SWAT team finishes 3<sup>rd</sup> in regional competition.
- 2007** Reserve police officer and Citizen Police Academy classes graduate. New patrol district staffed and implemented. Department fully staffed with 86 police officer positions filled. On August 16, rookie Officer G. D. Herndon shot an armed suspect who fired on officers and threatened to kill his wife. Herndon was awarded Medal of Valor. Through grant funding, the department acquires three ATV's and enclosed trailer. SWAT team received an invitation to compete in the World SWAT Challenge in Little Rock. Willie A. Price, the so called "Hacks Cross Creeper" is convicted and sentenced to prison. New audio / video equipment installed in interview room. Department began a new technology project that would allow for in car, electronic field reporting, computer generated citations and AVL.

## 2010 Annual Report

### **Brief History of the Germantown Police Department *cont.***

- 2008** In January, a “trusted maid” was arrested for masterminding a home invasion on Park Creek. Four others are eventually charged as well. In February, two college students were arrested for stealing two decorative Nutcrackers that were on display for the holidays. A woman was arrested after sending email threats to city officials after she received a red light citation. The department officially formed a Hostage Negotiations Team (HNT). A hostage negotiations phone was purchased, and the team began training in-house and regionally with other area negotiations teams. Automated enforcement intersections receive equipment upgrades. In June, a quick response to a home invasion in Bedford Plantation leads to a lengthy car chase into Memphis and the capturing of suspects. Eventually eight suspects were charged. Greenway patrols become focus during summer months. National Night Out event moved locally to October. Betty Brooks, Administrative Secretary, retired after 30 years of service. Detectives assigned to the FBI Safe Streets Task Force and West Tennessee Drug Task Force. Crime statistics dropped in several categories and remained low overall.
- 2009** The police communications center and jail were renovated. In November, officers responding to a robbery in progress call at a nearby McDonalds restaurant apprehended the two suspects inside the business. The suspects were also driving a car taken in a carjacking.
- 2010** The police department certified nine traffic crash investigators to become crash reconstructionists. In September, the traffic investigators were instrumental in preparing the department in switching over to the State of Tennessee’s Traffic and Criminal Software (TraCS), which was later upgraded to the Tennessee Integrated Traffic Analysis Network (TITAN), which completely automated the crash reporting system. This went into full implementation in December. In August, detectives cleared 3 aggravated burglaries and 11 auto burglaries, with the arrest of one male suspect. In October, midnight shift patrol discovered two subjects burglarizing a local pet store. The two subjects fled the scene in a truck. Initial information gathered from the patrol officers was investigated by detectives. As a result of that investigation, detectives arrested and charged two brothers, who were responsible for multiple burglaries in west and middle Tennessee and northern Mississippi. The department implemented the use of social media as a means of informing the public in “real time” and providing a mechanism for two-way communication between the department and the citizens.



# 2010 Annual Report

## Credits / Acknowledgements

### Data Sources

*Germantown Police Department 2010 Monthly Reports*

*Uniform Crime Reports / TIBRS Database*

*City of Germantown Budget Summary*

### Report Design and Editing

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*Marc A. Molina, Captain*

### Photographs

*Rodney A. Bright, Deputy Chief*

*Marc A. Molina, Captain*

*Jack A. Antonuk, Lieutenant*

*Carole A. Lewis, Lieutenant*

### History

*Andy Pouncey, Assistant City Administrator*

*Police Command Staff*

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